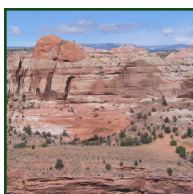
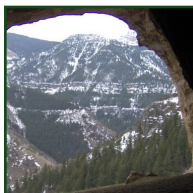


The Human Touch

Utah Department of
Human Services
120 N. 200 W.
Salt Lake City, 84103
801.538.4001
801.538.4016 Fax
hs.utah.gov



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And More!

Director's Message

Another legislative session has concluded and Human Services was treated fairly well. We were able to get most of our program requests funded, although not always at the funding level we requested. We also received a good employee compensation package that will reward the good work being done by DHS employees. Thank you for the support you gave us during the session.

I received several email from employees about why teachers are singled out for special treatment in salaries, as opposed to public employees in general. I agree there was a focus on teachers this year. The legislature is reflective of the constituents they hear from, especially in an election year. If they hear great stories about DHS employees, they will be more likely to favor them. Unfortunately, because of the type of work we do, the stories they hear are usually controversial. We need our community partners and our clients to talk positively about the vast majority of cases that turn out well, instead of contacting a legislator only when things don't go well. That is a continuing dilemma I am always working on.

As spring breaks across the state our executive management team is starting to visit the field offices and meet with our employees. Please make sure they hear from you about issues in your job. I will be attending some community events in Ogden, Richfield, Vernal and Cedar City, as well



Lisa-Michele Church
Executive Director

as speaking in Logan, and I welcome comments from any of you as I visit.

I have said many times that DHS is only as good as the community support we receive. The work is difficult enough with the help of community partners; it is impossible to do in isolation. Please take a minute during this month and thank your community partners. Whether it is a police officer, the courts, a provider, or a local official, they need to hear positive things too. Write them a thank you note, or better yet, write their boss a thank you note and tell them how important they are to helping families and children. We can accomplish much more when we work together!

Special thanks to Utah Developmental Disability Council
for their work on this month's newsletter.

Governor's Award for Excellence 2008

Nominations for the Governor's Award for Excellence are currently being accepted. Nominations must be submitted to Rosanne Ricks, Office of Human Resources, rricks@utah.gov by Monday, March 31, 2008.

Specific nomination and category criteria can be found on the DHRM website at <http://www.dhrm.utah.gov/> under Excellence Awards. If you have questions about the new awards program that can not be answered with the information on the website, contact Rosanne Ricks, 801-538-4220 or rricks@utah.gov

Postcards from the Disability Community!

"U Make Me Shine!"

March is Disability Awareness Month. The Utah Developmental Disabilities Council and People First Network of Utah encourages individuals with disabilities to express their appreciation to their direct support professionals. However there is another level of support that must be acknowledged.

DSPD staff who support People First groups as Advisors must not be overlooked. They accom-

plished some of the most amazing feats as public servants with very few resources. They are resourceful. They are patient. They teach through "show and tell" examples with adequate follow-up. They encourage and inspire self-advocates.

On behalf of the disability community I want to thank all of the DSPD staff because, "U Make Me Shine!"



From: Amy Demler
DSPD Support Coordinator and
People First Advisor — Logan



Thanks Amy,
"U Make Me Shine!"

This member of the "Gang of Five," enjoys painting everything from barns to flowers and "paints" a fine picture of her group. "They come together for fun and learn a lot without knowing they are learning." Although Amy would like to see her group grow she works hard to make sure they build friendships and develop skills while being a part of something larger than themselves.

Amy enjoys playing with her children, enjoys visiting Boston to observe their historical sites and reading.

From: Sherry Smith
DSPD Secretary and
People First Advisor —

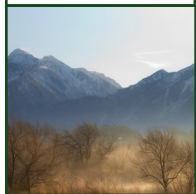
Sherry "the organizer," provides self-advocates in the Northern Region, opportunities to expand their universe.

"I enjoy People First because I learn so much from my clients. They teach me about respect, being happy and taking life as it comes. I want to see them set goals for themselves and become as independent as possible. I want to see them accomplish the goals they set for themselves."

Keep an eye out for Sherry when you travel. You may see her anywhere; she enjoys sightseeing across the country with her family. Her special spots are Bear Lake and Joe's Valley.



Thanks Sherry,
"U Make Me Shine!"



The Human Touch

Postcards from the Disability Community!

From: Kathy Harmer
DSPD Support Coordinator and
People First Advisor—Vernal/Roosevelt

Kathy witnessed many members of her group blossom from shy introverts to strong self-advocates who know their rights and the responsibilities that go with them. "It is absolutely amazing to see the transformation when a shy person becomes a self-advocate—a person who speaks up and leads others."

When Kathy finds time for herself she enjoys family time on Lake Powell. Time spent on a houseboat or playing in the water is how she rejuvenates.



Thanks Kathy,
"U Make Me Shine!"

From: Leann Garrison
DSPD Support Coordinator and
Advisor to People First—Heber, Utah



"I like doing this. They are a great bunch of people. It is important for them to get together to be involved. It gives them somewhere to go to discuss things that are important to them."

My goal for the group is to aid their solidarity.

My favorite vacation spots are Southern Utah to hike and sightsee and Hawaii. After this winter I would love the chance to be on the beach in Hawaii.

Thanks Leann, "U Make Me Shine!"

From: Kimberly LeRoux
DSPD Support Coordinator and
People First Advisor—North Davis

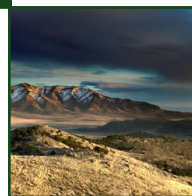
Kim is the guitar playing, Harley Davidson rider who enjoys hanging out with her People First members because, "They are a great group of people. They enjoy volunteering and I want to encourage them."

Kim works with People First when she is not playing in her band.

Her favorite "hot spots" are Hawaii and Boston. She especially likes Boston because like a People First meeting for self-advocates, it is a place where she doesn't feel odd or different.



Thanks Kimberly,
"U Make Me Shine!"



Post Cards from the Disability Community!



From: Gayle Grotegut
DSPD Support Coordinator and
Advisor to People First—Provo, Utah

"I do this because I can see the difference it makes in the lives of people with disabilities. People First allows individuals with disabilities leadership experiences like ordinary people. They learn to lead self-determined lives and have a chance to be in charge."

"I dream that one day they will be ready to invite their legislative leaders to a meeting. I want the legislative leaders to see the effects of their decisions." Gayle feels that the community needs opportunities to see self-advocates as citizens not as "consumers," or the users of goods. When given opportunities they can and do give back to their communities in meaningful ways.

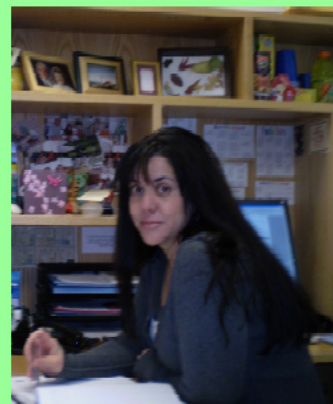
Thanks Gayle,
"U Make Me Shine!"

From: Traci Lee
DSPD Caseworker and
Advisor to People First—St. George, Utah

"After the Elevate Life Conference last fall I was exhausted and ready to quit!" Traci got a quick lesson that quitting is easier said than done. Her People First members became 25 "teachers" who reminded her that "No matter what you never give up! Traci's exhaustion resulted from her determined efforts to see that the self-advocates in her area planned and conducted a personal development conference.

Another thing that keeps Traci going is the sense of gratitude self-advocates express. "They are full of gratitude." "My dream is that each person with a disability learns to stand up for themselves and have a voice."

"My dream destination is Italy. I would love to travel the countryside to study the architecture, enjoy the food and music that inspired the world."



Thanks Traci,
"U Make Me Shine!"

Access Utah Network

Submitted By Mark Smith, Access Utah

Access Utah Network (AUN) is the statewide information and referral service for individuals with disabilities questions. Access Utah was created through the successful collaboration between the Division of Services for People with Disabilities, State of Utah Office of Education, Utah Department of Health—Children Special Health Care Needs, the Utah State Office of Rehabilitation, and is housed at the Utah Developmental Disabilities Council.

Access Utah provides information on a large spectrum of resources including but not limited

to: employment, rehabilitation, education, mental and physical health, housing, and transportation.

If you find yourself needing to locate disability-related used equipment like power wheelchairs, accessible vans and possibly even a fully accessible home, check out the Used Equipment section of the website: www.accessut.org.

Access Utah provides equipment resources for all ages, for questions please call 1 800-333-8824 or visit our website at www.accessut.org.



Utah Developmental Disability Council (UDDC) Celebrates March as Disabilities Awareness Month

Submitted By Marsha Honoré-Jones, UDDC

"A world where everyone has what they need to get what they want from life" is the vision of UDDC. Responsible for enhancing the lives of individuals with developmental disabilities, UDDC leads the state as the source for critical innovative and progressive knowledge, advocacy, leadership and collaboration.

As part of their five year plan, UDDC is supporting Utah citizens with developmental disabilities in five areas, each of which is governed by a Council Committee: Community Support, Employment, Housing, Transportation and Quality Assurance.

This year the Community Support and Quality Assurance Committees worked collaboratively on the "U Make Me Shine" project. The project is designed to recognize those who serve individuals with disabilities throughout the state. It is an effort that encourages self-advocates and consumers to express their appreciation to their personal support staff, community support coordinators, family and friends for understanding and accepting their physical and mental disabilities and continually supporting activities that enhance the members' lives.

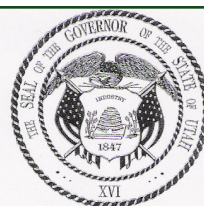
Statewide members of People First received the first of the 500 "U Make Me Shine" lapel pins. The pins were attached to a card expressing appreciation and an additional card explaining why the self-advocate awarded them the pin. Each group was encouraged to plan a "special" March meeting to distribute their pins.

The Employment Committee sponsored a two-day interactive workshop facilitated by Jared Schultz, Ph.D., of Family Solutions, LCC. Friends and family members of people with disabilities learned how to create a circle of support and were provided techniques and strategies designed to assist their loved one(s) with establishing and maintaining employment.

"Homes for People with Disabilities," published by the Housing Committee, is a resource for renting, buying and making a home accessible in Utah. The initial distribution took place at the Family Links Confer-

ence. The publication is posted on the UDDC website, www.utahddc.org and can be mailed, free of charge, upon request.

Under the direction of the Transportation Committee, members of the Council staff supported self-advocates during UTA's open hearings regarding proposed changes. Self-advocates expressed their opinions on the effects of the proposed changes via public testimony and written letters.



Jon Meade Huntsman, Jr.

Governor

Declaration

Whereas, more than 279,000 Utah residents and families are impacted by disabilities, including autism, head injuries, spinal cord injuries, developmental disabilities and other conditions, without regard to race, culture, geography, age, gender, or economic background;

Whereas, people with disabilities can be productive individuals who deserve respect and equal opportunities for economic self-sufficiency, independence, and personal growth;

Whereas, Utahns with and without disabilities can learn, work, play, worship, and grow together;

Whereas, we offer gratitude and recognition to the caregivers who provide physical, emotional, and ongoing support to Utahns with disabilities;

Whereas, many organizations in the public and private sectors work to provide support to citizens with disabilities; and,

Whereas, the observance of Disability Awareness Month celebrates the successful partnership and increasing involvement of people with disabilities in education, employment, and community activities;

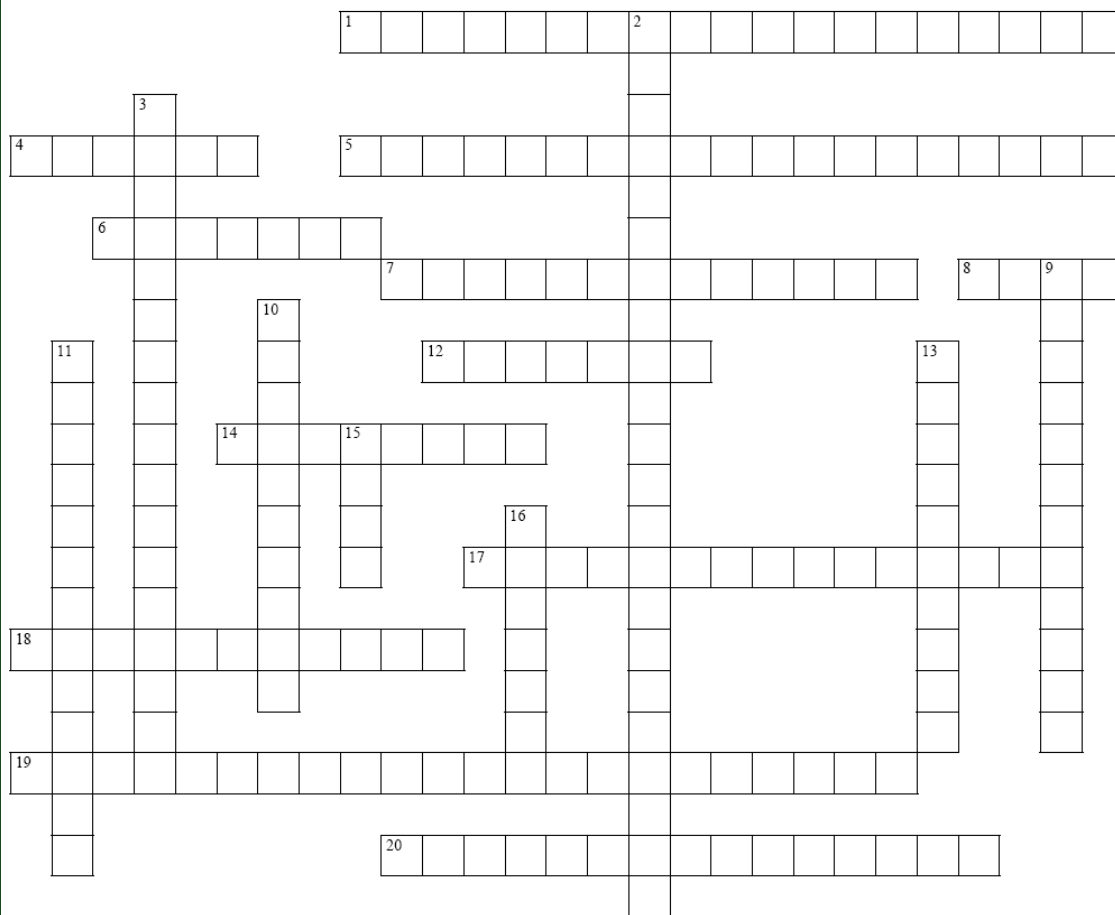
Now, Therefore, I, Jon M. Huntsman, Jr., Governor of the State of Utah, do hereby declare March 2008 as

Disabilities Awareness Month

Jon M. Huntsman, Jr.
Governor

Governor Declaration
Disabilities Awareness Month

Disability Awareness



ACROSS

- 1 Respectful language that does not use labels to identify a person-it acknowledges the person first then their disability
 4 Caused by interruption of blood to brainhemiplegia (paralysis on one side) may result
 5 Support clients to obtain, maintain, or advance in competitive employment in integrated work settings
 6 Muscle with sudden abnormal and involuntary spasm-muscles, not people, are spastic
 7 Links individuals and families to natural community supports in order to promote family preservation
 8 State operated Intermediate Care Facility for people with Mental Retardation
 12 Short-term relief for those individuals who normally provide the care
 14 Condition or barrier imposed by society, the environment or by one's self-not a synonym for disability
 17 Term used by some individuals to indicate any degree of hearing loss
 18 A condition where there is long-term or temporary disruption in brain function resulting from injury to the brain
 19 Allows people with disabilities and their families to take an active role in the service planning process and have a voice in their choice of services
 20 Assist clients to gain and/or maintain skills to live as independently as possible in a community setting

DOWN

- 2 Psychiatric disability, learning disability, cognitive impairment
 3 Non-medical care, supervision and socialization for an adult with disabilities
 9 Chromosome disorder that usually causes a delay in physical, intellectual and language development
 10 Loss or abnormality of an organ or body mechanism, which may result in a disability
 11 Physical changes caused by burn, trauma, disease or congenital problems
 13 General term used for a functional limitation that interferes with a person's ability
 15 State division responsible for promoting opportunities and providing support for persons with disabilities to lead selfdetermined lives
 16 Involuntary muscular contraction, a brief impairment or loss of consciousness resulting from a neurological condition such as epilepsy or from an acquired brain injury

To check your answers, visit <http://hsemployees.utah.gov/200803answers.html>



The Human Touch



Overtime Year Reminder

Human Resources wants to remind all Human Services FLSA exempt employees that the overtime year, which in previous years ended in pay period 20, has been changed to pay period 10. Per DHRM Rule R477-8-6 (4)(c), compensatory (comp) time earned by a FLSA exempt employee lapses each year at the end of the current overtime year.

When we first notified employees of the change in the overtime year, we stated the overtime year would end on May 16, 2008. State Finance has since decided to add an extra pay period to the last payroll year; thus, the overtime year for DHS will now end on May 31, 2008. As a result, FLSA exempt employees have an additional two weeks to utilize any comp time balances. Any comp time not used by May 31, 2008 will lapse.

We want to emphasize that this change and overtime year only affects FLSA exempt employees. FLSA non-exempt employees' comp time never lapses.

If you have any questions regarding this change, your FLSA status or comp time, please contact your assigned DHRM representative.

Did You Know...

- "Disability" is a medical diagnosis
- 1 in 5 Americans is a person with a disability – making people with disabilities the largest minority group in the country
- More than 279,000 Utah residents are impacted disabilities
- Individuals with disabilities can have an active role in their IEP (Individual Education Plan) programs and should be encouraged to actively participate
- IDEA (Individuals with Disabilities Act) states: "A child with a disability is not removed from education in age-appropriate regular classes solely because of needed modification in the general curriculum"
- "Stroke survivor" is preferred over "stroke victim"
- UDDC is a federally mandated initiative under the Developmental Disabilities Assistance and Civil Rights Act, under the umbrella of Utah Department of Human Services

KEEP YOUR MONEY!
You've earned it.

If your household income is below \$40,000 per year, you may qualify for an Earned Income Tax Credit of up to \$4,700 even if you don't owe any taxes!

Have your taxes done for FREE!

Then use your refund to invest in your family's future.

To find out more
IN ANY COUNTY IN UTAH,
Dial 211
or visit
utahtaxhelp.org
FREE financial checkup available

Earn it. Keep it. Save it.

An initiative of

United Ways of Utah
and dozens of Community Partners

People with Disabilities are People First!

~People First language promotes respect, understanding, dignity and a positive outlook for people with disabilities.

~People First language emphasizes abilities, not limitations.

~People First language eliminates generalizations, assumptions and stereotypes by focusing on the person rather than the disability.

~Recognize that a disability is not a challenge to be overcome, it is only part of who the person is and their unique characteristics.

Utah Governor's Council for
People with Disabilities
155 South 300 West #100
Salt Lake City, Utah 84101
www.utahddc.org

People First Language Words that empower

Instead of this...	Say or write this...
She is handicapped, disabled or special	Sue is a person with a disability
He's retarded or a retard	Bob is a person with a cognitive disability
She's autistic	Mary is an individual with autism
He's wheelchair bound	Paul uses a wheelchair
She's a quadriplegic or a cripple	Hope has a physical disability
He is crazy, nuts, etc.	Bill is a person with a mental illness
She is dumb or mute	Carla is unable to speak

**Remember:
Language Matters!**



Eat Well for National Nutrition Month

Submitted By Utah Department of Health

In today's world of fast food, convenience foods, fad diets, diet drinks, and diet bars, simple nutrition seems a thing of the past. However, this month, National Nutrition Month, try to get back to the basics of good nutrition. Eating well means eating a variety of healthy foods in the right amounts so your body gets the nutrients needed to maintain good health and work properly.

What exactly are the nutrients that come from food? Different foods provide different nutrients that your body needs:

- Proteins (lean meats, eggs, beans, nuts) help build muscle and a strong immune system.
- Carbohydrates (starches, sugar and whole grains that also provide fiber) give you energy.
- Fats provide essential fatty acids and extra energy.
- Vitamins and minerals (commonly available in fruits, vegetables and whole grains) regulate body processes, improve cell function and growth and help build a strong immune system.
- Water gives cells shape and acts as a means where body processes can take place.

Eating well can help reduce the risk of chronic diseases like cancer, diabetes, obesity, and hypertension. In general, processed foods tend to lose many of their vitamins during the manufac-

turing process and often have other less healthy ingredients added such as corn syrup and trans fats. Hence, the term "empty calories" is often used to describe foods like soda and potato chips. Replacing processed foods in your diet with more fresh foods like fruits, vegetables and plain water helps promote a healthy diet.

Here are some tips on how to practice good nutrition this month and every month:

- Eat smaller meals including a vegetable as main portion, with smaller meat and starch servings. Include at least one serving of fruit and vegetable with every meal.
- Drink more water between meals; try veggies or a handful of nuts for a snack and fresh fruit for something sweet.
- Reduce your intake of deep fried foods and trans fats found in processed foods and baked goods.
- Read food labels and reduce the amount of added sugar, corn syrup and salt in the diet. Use fresh herbs and spices to season food instead.

Try to follow these basics during March and see if you don't feel better, enjoy food more, and maybe even lose a little weight! For more information on eating right, visit www.mypyramid.gov.



Spring Brings Education, Recognition and A Chance To Network

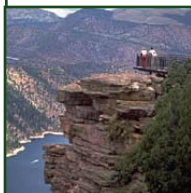
Submitted By Lori Giovannoni, DSPD

Along with spring comes the opportunity for learning, networking and recognizing the dedication of employees within Utah Division of Services for People with Disabilities. The Annual Support Coordinator Conference, hosted by Division of Services for People with Disabilities, will take place on April 15 and 16 at the Provo Marriott. A brief glimpse into conference activities includes an opening keynote session guaranteed to inspire, a Peer Recognition Presentation and 20 breakout sessions - offering a variety of choices to those in attendance.

Due to the large number of soldiers returning from Iraq with brain injuries, the conference will

include a breakout session on "Brain Injury and The Effects of War", conducted by JoAnne Wright, PhD, OTR/L, CLVT, Chair and Associate Professor (Clinical), Div of Occupational Therapy, University of Utah. Other breakout topics will include Autism, Housing, Supported Employment Pilot, Decreasing The Strain on Families, Leadership and many more.

The conference will wrap up on April 16th with a closing session featuring our Department Executive Director, Lisa-Michele Church.



By and For People: People First

Submitted By Marsha Honoré-Jones, UDDC

People First is an organization run by and for people with developmental disabilities. It is one of many groups under the national umbrella of Self Advocates Becoming Empowered (S.A.B.E.). As members affiliated with S.A.B.E., People First members work to ensure that people with disabilities are treated as equals and are given the same opportunities decisions, choices, rights, and responsibilities, to speak up to empower themselves; make new friends; and learn from their mistakes.

In People First, members learn how to speak for themselves and others. They develop, learn and build decision-making skills based on what is important in their lives. They also educate people in the community to understand that people with disabilities have the same citizen rights and responsibilities as others.

This year People First expanded with pilot programs in two areas, the Navajo Nation and South Valley School. The programs offer opportunities for individuals with disabilities to meet monthly for nine months with a primary purpose of leadership development.

Through a contract with Transitions, People First piloted four groups with inclusion of Native Americans being a primary focus. These groups meet in Moab, Blanding/Bluff, Montezuma Creek and Monument Valley. Program goals are developed by each group and training materials and support are provided by UDDC.

The South Valley School's program provides an opportunity for youth to join People First – a privilege that is usually reserved for adults. In addition to leadership development, youth are provided training opportunities designed to prepare them for life after school. Youth engage in segments such as finding your voice, government, life skills, and social relationships. The group advisor, Justin Olson is a self-advocate with Cerebral Palsy. "He is one of us," said a group member, "he understands who we are."



Members of Northern Region People First gathered last month for a "Baby Shower" for Catholic Charities. Members donated everything from baby bottles to hand made caps and quilts. Donations will be given to mothers with limited resources. "We want a chance to show that we are not consumers," said a member, "we have a place in the community too. We want to help."

For more information about People First in Utah, contact the Program Manager at Utah Developmental Disabilities Council (UDDC) (<http://www.utahddc.org/>).



Ron Jensen is an Idaho native. This Self-advocate is a member of Logan's People First group.

Recently he participated in The Clearfield Storytelling Festival. His poem, "People First" gives insight into why the organization is important.

PEOPLE FIRST

by Ron Jensen

Are you looking for a place
Where people with disabilities
Are people first,
And known for their abilities?

Are you looking for a place
Where you get lots of choices,
And you can think,
And make heard your voices?

Are you looking for a place
That promotes Inclusion, Freedom, and
Respect,
And you can gain friendships
Where you can connect?

Are you looking for a place
Where you won't be blue?
Then People First
Is the place for you!

Training Tidbits

Proper training is essential to best serving our consumers. Below are just a few of the upcoming training opportunities supported by the department:

Utah Transition Conference

April 3-4, 2008

Provo Marriott

Provo, Utah

For additional/registration information contact Susan Loving, 801-538-7645,

susan.loving@schools.utah.gov or visit their website, <http://www.updc.org>.

Annual Adoption Conference

April 10-11, 2008

South Towne Expo Center

Sandy, Utah

For additional/registration information go to www.utdcfsa-dopt.org or call 801-265-0444 or email ks@aoptex.org.

2008 Support Coordinator Conference

April 15-16, 2008

Provo Marriott Conference Center

Provo, Utah

For additional/registration information go to www.hstraining.utah.gov.

21st Annual Crime Victims' Conference

"The Will to Survive. The Courage to Move Forward."

April 24-25, 2008

Salt Lake Community College – Miller Campus

Sandy, Utah

For additional/registration information contact Jennifer Menteer, 801-238-2360, 1-800-621-7444, jmenteer@utah.gov or visit their website, www.crimevictim.utah.gov.

9th Annual Southern Utah Autism Conference

April 25-26, 2008

Canyon View High School

Cedar City, Utah

For additional/registration information contact Sarah, (435) 586-2865.

Utah Correctional Association's Annual Spring Conference

April 27-30, 2008

Holiday Inn Conference Center

St. George, Utah

For additional/registration information contact Holly Jenkins, 801-627-0322 ext 208,

hjenkins@utah.gov.

Bridges Out of Poverty

May 6, 2008

Salt Lake Community College – Miller Campus Auditorium

Sandy, Utah

For additional information contact Sheryl Featherstone, 801-538-8722, sfeatherstone@utah.gov. To register go to:

<https://www.regonline.com/builder/site/Default.aspx?eventid=194711>

Every person
in this life has
something to
teach me - and
as soon as I ac-
cept that, I open
myself to truly
listening
- Catherine
Doucette

HELP WANTED

Are you aware of a training or conference that we don't have listed in the Human Touch or online?

If so, please notify Elizabeth Sollis, esollis@utah.gov, 801-538-4275.

You may also submit events online on the department training calendars, www.hstraining.utah.gov.

Bridges Out of Poverty

May 7, 2008

Snowbird Resort

Snowbird, Utah

For additional information contact Alexandra Urban, 801-265-7589, troubledyouthreg@hotmail.com. For REGISTRATION go to:

http://www.troubledyouthconference.com/forms/2008_intensive_training.pdf

29th Annual Conference of Agencies and Organizations Serving Troubled Youth

May 8-9, 2008

Snowbird Resort

Snowbird, Utah

For additional information contact Alexandra Urban, 801-265-7589,

troubledyouthreg@hotmail.com or visit

<http://www.troubledyouthconference.com/>

24th Summer Institute in the Human Services

June 2-13, 2008

University of Utah, College of Social Work

Salt Lake City, Utah

For more information or to register online, go to

www.socwk.utah.edu/pace.

24th Summer Institute in the Human Services – Motivational Interviewing

June 16-20, 2008

University of Utah, College of Social Work

Salt Lake City, Utah

For more information or to register online, go to

www.socwk.utah.edu/pace.

57th Annual School on Alcoholism and Other Drug Dependencies

June 16-20, 2008

University of Utah, College of Social Work

Salt Lake City, Utah

For more information or to register go to

www.uuhsc.utah.edu/uas, or contact Sue Langston, 801-538-4343, slangston@utah.gov